

# SELF-DIRECTED DISCOVERY

## Introduction and Overview

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# SELF-DIRECTED DISCOVERY™

This Webinar will:

- Explain the Importance of Discovery In Customized Employment
- Introduce Self-Directed Discovery or Family Directed Discovery
- Offer some tools and strategies for family directed Discovery



## THE CHALLENGE

***Creating lasting, satisfying,  
person-directed employment  
opportunities beyond the  
confines of traditional  
employment development  
strategies.***

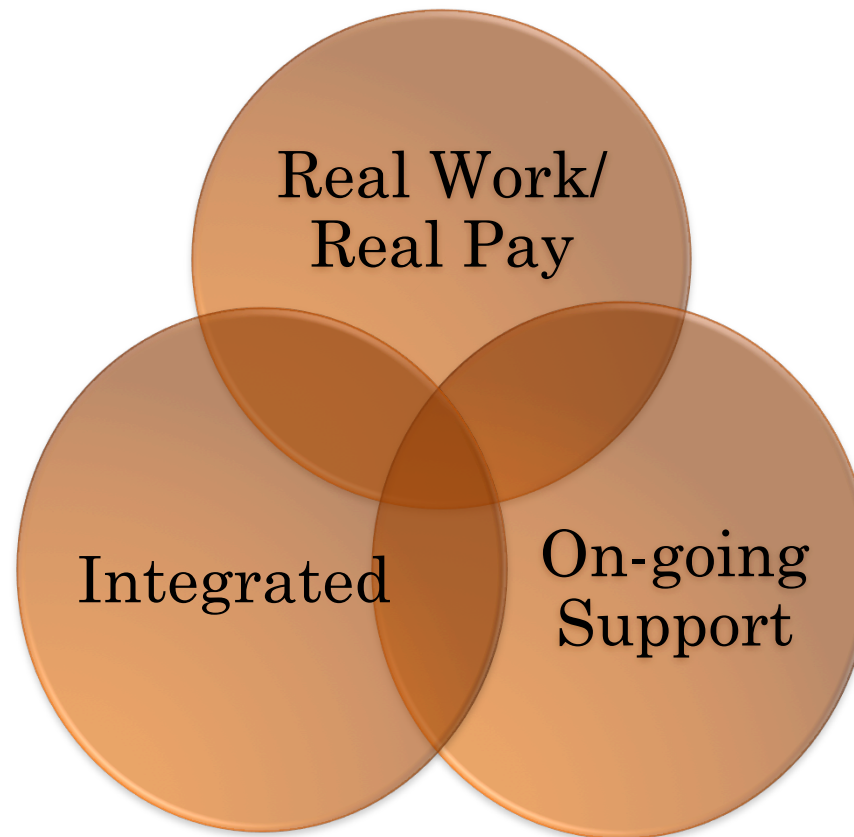


## SUPPORTED EMPLOYMENT

- In 1986 Congress added supported employment to the Rehab Act of 1973
- Supported employment was defined as *“competitive work in integrated settings... for individuals with severe handicaps for whom competitive employment has not traditionally occurred.”*



# SUPPORTED EMPLOYMENT



## WHAT IS CUSTOMIZED EMPLOYMENT?

- Customized employment means individualizing the employment relationship between employees and employers in ways that meet the needs of both.
- -- The United States Department of Labor, Office of Disability and Employment Policy



## WHAT IS CUSTOMIZED EMPLOYMENT?

“ May include employment developed through job carving, self-employment or entrepreneurial initiatives, or other job development or restructuring strategies that result in job responsibilities being customized and individually negotiated to fit the needs of individuals with a disability.”

**Federal Register, June 26, 2002, Vol. 67. No. 123 pp 43154 -43149)**



## CUSTOMIZED EMPLOYMENT (CE)

A set of tools and strategies, resulting in positive employment opportunities by matching a job seeker's interests, skills, and ideal conditions of employment with an identified employer's or a community's needs.





## POSSIBLE CUSTOMIZED EMPLOYMENT OUTCOMES:

- ⊙ Wage Employment:
  - Job Carving
  - Job Creation
- ⊙ Resource Ownership
- ⊙ Microenterprise / Self Employment
- ⊙ Business-within-a-Business



# CE STAGES

- Discovering Personal Genius (Discovery)
- Identify 3 Vocational Themes
- Generate List of 20
- Conduct Informational Interviews
- Job Analysis/Negotiation or Business Planning



## CE CIRCUMVENTS A COMPARATIVE APPROACH

### **Traditional job development strategies:**

- Vocational Testing/Evaluation
- Preparing Resumes
- Interview practice
- Responding to job openings (want ads, job fairs, job centers, Craig's List, etc.)
- Applications and Interviews

### **A Customized Approach:**

- Discovery (DPG)
- Personal Profile with documented evidence of skills, tasks, contributions, conditions
- Informational Interviews
- Match skills and employer needs
- Employment Proposals (negotiation)



# DISCOVERY- THE LYNCHPIN OF CUSTOMIZED EMPLOYMENT

Discovering Personal Genius (DPG) is one form of Discovery process promoted by Griffin-Hammis and Associates.

DPG is an active and robust series of activities, observations, and clarifications in getting to know a job seeker with disabilities ... and in the case of Self-Discovery ... to get to know oneself or family member.



# DPG/Discovery

- Exploration to learn:
  1. More about **person**, and
  2. More about **community**
  
- Answers the questions:
  1. Who is this person?
  2. What are the ideal conditions for employment?
  3. What themes will drive job development?



# DISCOVERY- THE LYNCHPIN OF CUSTOMIZED EMPLOYMENT

Discovery leads to information about the job seeker and develops contacts within the community that form a strong foundation for connections to businesses and opportunities for negotiation.

That's why Discovery is important to  
Customized Employment!



Self-Directed Discovery is an effective way to put control of one's career development squarely in the hands of the job seeker or family!



## DISCOVERY PROCESSES MIGHT INCLUDE:

- Professional Directed Discovery
- Self-Directed Discovery
- Family Directed Discovery





# KEYS TO GOOD DISCOVERY

- Interviews
- Home and Community visits
- Discovery Activities
- Focus on identifying skills
- Determine Ideal Conditions for Employment
- Foundation for Vocational Themes



# KEYS TO DISCOVERY

- About the person, NOT the job
- Biggest challenge is not jumping to job
- Information learned during Discovery later helps determine if a particular job “fits”



REMEMBER, THE WORK OF DISCOVERY  
IDENTIFIES:

Interests

Skills & Tasks

Contributions

Conditions for Success

LET'S SEE HOW ....



## DPG STAGING RECORD (DSR)

- Form used to guide process & record information
- Ongoing work in progress
- Goal: provide sufficient information so that the reader “sees” the same picture as you do



# AN OVERVIEW OF THE SELF-DIRECTED DISCOVERY PROCESS

1. Initial Consultation/Discovery Guide
2. Using a Discovery Team
3. Step by Step through each stage of Discovery Staging Record (DSR)



# 1. CONSULTATION WITH DISCOVERY GUIDE

- Consultation with someone fully trained, experienced, and competent in Discovery
- Overview of Customized Employment and Process with Job Seeker and/or family, with all possible CE outcomes, including self-employment.
- Ongoing availability of Guide throughout the process



## 2. USING A DISCOVERY TEAM

- Extra eyes working on the process
- Job Seeker/Family invites strong allies
- Team serves in advisory role
- Not professionals!



### 3. STEP BY STEP THROUGH EACH STAGE OF DISCOVERING PERSONAL GENIUS

- Following the DPG process: Use the DSR or Self-Directed Workbook
- Working with a Discovery Team
- Checking in with Guide
- Accessing Consultants and experts along the way





# SELF-DIRECTED DISCOVERY PROCESS AND THE DSR

1. Personal Profile
2. Benefits Analysis
3. Interests, tasks, exploitable skills
4. Ideal conditions of employment
5. Draft Profile
6. Vocational Themes and Informational Interviews



# 1. PERSONAL PROFILE

Job Seeker/Family determines and records:

Important people

Neighborhood

Connections to clubs, groups, associations, businesses  
use

Home, hobbies, tools, chores

Description of when “at his/her best”

Traditions, culture, events

## How?

Follow workbook directions

Ask friends, family, neighbors for advice and help

Ask others their perceptions

Watch, observe, record



## 2. BENEFITS ANALYSIS

Job seeker and family gathers all documentation and gains understanding of all benefits, impact on and use for employment:

- BPQY
- WIPA
- CWIC
- Student Earned Income Exclusion

### How?

May require direction of Discovery Guide, help of Team, and meetings for clarification.



### 3. INTERESTS, TASKS, AND SKILLS

What do you know how to do? No skill is insignificant?

What tools, equipment, machinery?

What do you enjoy doing? Describe what you do.

What are you most skilled at?

Which do you like most?

Which do you like least?

#### How?

- Follow workbook directions
- Ask others who know you best for their impressions
- Go and do “stuff” you are good at doing at both familiar and unfamiliar places



# INTERESTS, TASKS, AND SKILLS

AJ



# INTERESTS, TASKS, AND SKILLS

Terri



# INTERESTS, TASKS, AND SKILLS

Jerrod



# INTERESTS, TASKS, AND SKILLS

Ben





Tom



## INTERESTS, TASKS, AND SKILLS: BEGIN EARLY AND DO OFTEN!

Even small tasks are comprised of skills.

Adult and youth all need to have required chores

Youth should have summer jobs: cutting grass, getting neighbors mail while on vacation, scooping poop, working at fast food restaurant, babysitting, etc.



## 4. IDEAL CONDITIONS OF EMPLOYMENT

Physical environment

Work pace

Dress/hygiene

Distance from home

Preferred tasks

Co-workers

Support factors necessary

Health considerations

Pay, hours

### How?

Follow workbook directions

Ask others who know you best for their impressions

Have team help you

Use your Guide when needed



## 5. DRAFT PROFILE

Record Information

Share with Discovery Team

Schedule time with Guide to review and clarify

Follow up on incomplete information

Develop a plan and schedule for next steps

### How?

Maintain contact with your Team and Guide

Ask others who know you best for their impressions

Have team help you with the draft

Remember to move through stages quickly and with purpose



## 6. VOCATIONAL THEMES AND INFORMATIONAL INTERVIEWS

Use Vocational Themes Workbook

Develop three emerging themes

Review Themes with Team

Conduct Informational Interviews and work trials

Visit three places for each theme

Follow workbook to complete this section

### How?

- Vocational Themes takes discussion with your Team
- Informational Interviews are not asking for jobs, just info
- Prepare with Info. Interview Questions
- Ask for help from your Guide if you need to
- Job seeker should interview 10 family friends about employment
- “Go where the career makes sense”
- NOT asking for a job – asking for advice and information!



# VOCATIONAL THEMES

- **Emerging** Vocational Themes at this point
  - Teams pull info together to divine themes
- Schedule informational interviews to test and explore further
- Themes meld tasks, interests, talents, & skills
- ***We'll focus on themes & informational interviews in Customized Job Development!***



## THREE VOCATIONAL THEMES

- Themes are broad – not job descriptions
- Go broad to increase opportunity to learn
- Examples:
  - Trucks = Transportation
  - Children = Education
  - Tattoos = Alternative Lifestyle



## INFORMATIONAL INTERVIEWS

- For each theme, identify 3 places where individuals with similar themes work
- Specific places of business, not general fields
  - Big Sea Design vs. “graphic designers”
- Select 2-3 for information interviews
- Use connections & social capital to open doors





# INFORMATIONAL INTERVIEWS

MIKE



# INFORMATIONAL INTERVIEWS

Ana



# INFORMATIONAL INTERVIEWS

- Lead to further information about careers
- Lead to possible ideas of the business or the community needs
- Offer ideas of skills that can be built
- Give insights into tasks that we might not have heard of or known existed
- Can lead to personal connection to a business owner based on shared interests or vocational themes
- Can lead to short task tryout or to paid work experience



Self-directed discovery is the beginning step in a customized employment process.

It is followed by:

Cultivating Employment Opportunities

Engaging Employment Supports

On-Going Support and Career Development



# CONSIDERATIONS, CAUTIONS, DISCUSSION

1. Not an easier way to complete Discovery!
2. Can be a wonderful tool and process for families to use with younger sons and daughters, up to and including Transition age
3. Can be a wonderful process for families of adult job seekers to ensure the quality and detail necessary in good Discovery.
4. Do not think about “the job”, but its hard not to!



## CONSIDERATIONS, CAUTIONS, DISCUSSION

8. How do we ensure this process is used effectively with good employment outcomes?
9. Job seekers and their families need a good understanding of Customized Employment outcomes and processes to use Self-Directed Discovery well.
10. This should not become a new way to “get people through” a perceived lengthy process, by handing off this process to individuals and families.

QUESTIONS? COMMENTS?



COMMENTS? QUESTIONS?



Thanks!

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